

Are Your Operators Fit for Duty?

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Fitness for Duty Definition

An employee's ability to perform the functions of his or her job unhindered by any physical, mental, or emotional conditions



TriMet Employee Fitness for Duty

- **Medical Examination**
- **Physical Assessment**
- **Reporting for Duty**
- **Drug and Alcohol Testing**
- **Fatigue Management**
- **Accident/Incident Investigation**
- **Rule Violation**



Supervisor Fitness Check

- **Managers, OCC Personnel, Field Supervisors, Report Supervisors**
 - Responsible for Fitness Check
 - Physical Assessment
 - Reporting for Duty
 - Post Accident/Incident
 - Safety Critical Rule Violation
- **Instructed in Fitness Check**

Medical Examination

- **Pre-Hire**
 - DOT Medical Criteria
- **Biennial**
 - DOT Medical Criteria
- **Return-to-Work**



Physical Assessment

- **Perform Physical Aspects of Job**
 - Throw Manual Switches
 - Raise and Lower Pantograph
 - Step into and out of LRV in Ballasted Territory
 - Adjust Mirrors



Reporting for Duty

- **Of Operators who report at**
 - Rail facility
 - In the field



Drug and Alcohol Program

- **49 CFR Part 655, *Prevention of Alcohol Misuse and Prohibited Drug Use in Transit Operations***
 - Pre-Employment Testing
 - Reasonable Suspicion Testing
 - Post Accident Testing
 - Random Testing
 - Prescription Notification
 - Employee Education



Fatigue Management

- **Hours of Service Policy**
- **Employee Education**



Accident/Incident Investigation

- **Post Accident Testing**
- **Reasonable Suspicion**
 - 49 CFR Part 655
- **Any incident that results in contact between LRV and**
 - Other vehicle
 - Person
 - Bicyclist
 - Fixed Object




Rule Violation

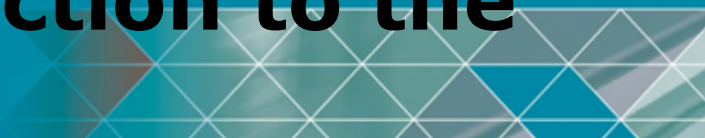
- **Violation of Safety Critical Operating Rule**
 - Conducted in addition to FTA required post accident test



Supervisor Assessment

- **Appear alert?**
 - **III?**
 - **Sleepy or overly fatigued?**
 - **Physically impaired in any way?**
 - **Overly stressed or emotional?**
 - **Is the operator taking medications?**
 - **Exhibiting unusual or odd behaviors?**
 - **Is there any evidence or behavior that may indicate the Operator may be under the influence of alcohol or a controlled substance?**
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Supervisor Documentation

- **Date**
 - **Time**
 - **Location**
 - **Event that prompted the test**
 - **Operator's explanation of the event**
 - **Extenuating or mitigating conditions**
 - **Assessment of Operator's fitness to continue duty**
 - **Clarification or instruction to the Operator**
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Operator Responsibilities

- **Must present themselves for fitness-for-duty test**
- **Communicate any condition that may impair ability to perform essential functions of job**
 - Physical injury
 - Illness or sleep disorder
 - Mental or emotional stress
 - Physical injury
 - Impairment due to prescription or over-the-counter medications